

FY 2017 Unified Workforce Development System Report



Governor's Workforce Board

RHODE ISLAND

train for success · connect for growth



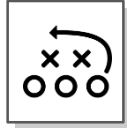
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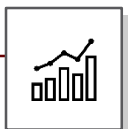
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Train for Success. Connect for Growth.

On behalf of the members and staff of the Governor's Workforce Board I am pleased to submit our 2017 Annual Report as required by RI General Law § 42-102-6. Fiscal Year 2017 was a remarkable twelve months for the Rhode Island workforce development system! From the innovative reforms to our federal programming as required by the 2014 Workforce Innovation and Opportunity Act, to the continued success of the industry-driven Real Jobs RI program, to the successful launch of the supply-focused Real Pathways RI program, our dedicated staff has done an incredible job at expanding our outreach while strengthening our programs and services.

When I first joined the Governor's Workforce Board just over a year and a half ago, I sought to simplify and unify our collective work around four strategic priorities:

- Demand-Driven Investments
- Career Pathways for Youth and Adults
- Aligned Policy and Networked Governance
- Data and Performance

These four priorities guide and inform every resource and policy decision we make. The end vision is a more aligned workforce system that can flexibly respond to the needs of job seekers wherever they are in life, while delivering the trained job-ready talent that Rhode Island employers need and deserve.

I'd like to thank all of the staff, partners, agencies, employers, and job seekers with whom we were fortunate enough to work throughout FY 2017, as well as the General Assembly for your continued support. We are looking forward to more great work in the coming year!

Heather W. Hudson
Executive Director, GWB



The **Governor's Workforce Board (GWB)** is formally established under RI General Law 42-102 as the state's primary policy-making body on workforce development matters. In that this role, the GWB oversees and coordinates both federal workforce development policy (through implementation of the Workforce Investment and Opportunity Act (WIOA)) and state workforce development policy (through allocation of the Job Development Fund (JDF)). The Board consists of 23 members representing business, labor, education, community, and government with the statutory responsibility and authority to plan, coordinate, fund and evaluate nearly all statewide workforce development activities.

2017 GWB BOARD MEMBERS

Mike Grey, Chairperson

Vice President of Operations, North East Region, Sodexo School Services

Suzanna Alba

Director of Alumni Affairs & College Relations, Rhode Island College

Mario Bueno

Executive Director, Progreso Latino

Timothy L. Byrne

Business Manager United Association of Plumbers and Pipefitters

Robin Coia

Assistant Administrator, N.E. Laborers Labor-Management Coop.Trust

Channavy Chhay

Executive Director, Center for Southeast Asians

Monica Dzialo M.Ed., CRC, QRC

Business Relations Supervisor, DHS/Office of Rehabilitation Services

John C. Gregory

President and CEO, Northern RI Chamber of Commerce

Scott Jensen

Director, RI Department of Labor and Training

Steve Kitchen

Chair, Workforce Partnership of Greater RI

Paul MacDonald

President, Providence Central Federated Council

George Nee

President, Rhode Island AFL-CIO

Nina Pande

Executive Director, Federal Hill House

Stefan Pryor, Vice Chair, RI GWB

Secretary of Commerce

Susan Rittscher

President & CEO, Center for Women and Enterprise

Bahjat Shariff

Vice President of Operations, Howley Bread Group

Janet Raymond

Chair, Providence/Cranston Workforce Investment Board

Martin Trueb

Vice President & Treasurer, Hasbro

Ken Wagner

Commissioner, RI Department of Elementary and Secondary Education



Integrated across state and federal workforce programs, the GWB's Strategic Vision provides a unified direction for Rhode Island's comprehensive workforce development system. This vision, as described in the Board's Biennial Strategic Plan, includes four key strategic priorities: demand-driven investments, career pathways, aligned policy and networked government, and data and performance. These priorities cohesively drive the investments and operations of GWB. They support each other throughout the course of an individual's or employer's specific need, and are implemented as cohesive components throughout the state's workforce network:

Click here to view the Full Strategic Plan*



Demand-Driven Investments

Demand-Driven and Strategic Investments

1. Continue to support and invest in growing industry and sector-driven training through Real Jobs Rhode Island and Incumbent Worker Training.
2. Expand Real Jobs Rhode Island to make strategic connections with K-12 and specific adult populations.
3. Leverage employer support for work-based learning experiences like summer youth employment.
4. Engage with and serve as liaison to small and mid-size employers to connect with industry and/or inform of state workforce resources.



Career Pathways for Youth & Adults

Career Pathways for Youth and Adults

1. Support implementation of the PrepareRI action plan's six objectives that include strengthening employer engagement in K-20, promoting quality career pathways for all students, and scaling pathways that culminate in credentials of value.
2. Ensure that adult education programs serve target populations (ex. English language learners) and are contextualized so that adults increase education AND are connected to post-secondary/industry credentials and/or jobs.
3. Conduct analysis of summer youth employment and other work-based learning programs to determine strategies for a more demand-driven approach, aligned with growing industry.



Aligned Policy & Networked Governance

Aligned Policy and "Networked Government"

1. Establish a statewide common assessment policy for adult basic education, work readiness, English proficiency, skills gap, and others.
2. Conduct a LEAN process with state agencies to streamline client experiences, establish common standards around client intake, and service referrals.
3. Re-brand the GWB and implement a coordinated marketing campaign to communicate to the public that Rhode Island is hiring.



Data & Performance

Data and Performance

1. Begin to transform the Unified Expenditure Program Report (UEP) and program performance into online dashboards for public access.
2. Begin to integrate state workforce outcomes for non-GWB programs (Adult Education, Department of Human Services, etc.) into regular Strategic Investment Committee meetings for performance review
3. Establish a unified definition of what the state should count and consider a workforce development program for purposes of the UEP.

*Reading this report in hard copy? To view the Full Strategic Plan visit: <http://gwb.ri.gov/wp-content/uploads/2017/06/GWB-Biennial-Plan-FY1819-FINAL.pdf?189db0>



JDF Funded Activities Only

The **Job Development Fund (JDF)** was established by the General Assembly in 1988 and is financed by a 0.21% assessment of employers' taxable payroll. Each employer's Employment Security tax rate is reduced annually by 0.21% to ensure that this program does not result in a tax increase. The Governor's Workforce Board is charged with allocating these funds to workforce development initiatives across the state. The GWB endeavors to make JDF investments that enhance and amplify the impact of federal WIOA resources.

FY2017 Performance

500+

Employers Served

2334

Youth Internships and Work Experiences

1957

New Hires Placed

2755

Incumbent Workers Upskilled

4

NonTrade Apprenticeships Developed

FY2016 Performance

498

2309

1505

3759

0

% Change

+1%

+1%

+30%

-26%

+400%



Demand-Driven Investments

The Governor's Workforce Board's extensive investments in demand-driven programming reflect the importance that employers play in the broader workforce development system. Investments that are targeted specifically to meet employer demand not only increase Rhode Island's competitiveness in a global economy, but increase the earning potential of incumbent workers trained, open the door to more job opportunities for unemployed Rhode Islanders, and help bring employer knowledge and expertise to the table in a way that can inform and improve the workforce system in the future. To advance this priority, the Governor's Workforce Board allocates funds to:

Demand-Driven Investments

Industry Sector Workforce Solutions through **Real Jobs RI**

More than just a job training program, Real Jobs RI works with employer partnerships in many of Rhode Island's high demand / high growth industries to address the range of workforce challenges they face. From training for new hires, to upskilling current workers, to building a long-term talent pipelines through youth-focused activities, Real Jobs RI is prepared to address whatever workforce challenges our employers identify. Throughout FY 2017, the Department of Labor and Training (administrator of the Real Jobs RI program) worked with 26 partnerships across 11 industries (listed below and in the following slides) to build industry-driven workforce solutions. Toward the end of FY 2017, a solicitation was issued for additional partnerships. Awardees will be announced in early FY 2018.

Aquaculture Training Partnership

Lead Applicant: The Education Exchange

Employers Partners: East Coast Shellfish Growers Association, Cedar Island Oysters, Behan Family Farms, East Beach Farm, East Beach Oyster Farm, Matunuck Oyster Farm, Watch Hill Oysters, Ocean State Shellfish Cooperative, Walrus and Carpenter Oysters, American Mussels, American Mussel Harvesters, Salt Pond Oyster Company, Jamestown Oyster Company

Strategic Partners: Roger Williams University, The Coastal Institute – URI, Town of South Kingstown, Michael Jarret, Literacy Volunteers of Washington County, Welcome House of South Country, Jonnycake Center of Peace Dale, Families Leaning Together Through Literacy

Biomedical Equipment Technician & Data Scientist Apprenticeship Program

Lead Applicant: Claflin Medical Equipment

Employers Partners: Claflin Medical Equipment, Claflin Company, South County Hospital, VA Memorial Hospital, RI Free Clinic

Strategic Partners: Community College of RI, Year Up

MedTech Innovation Engine

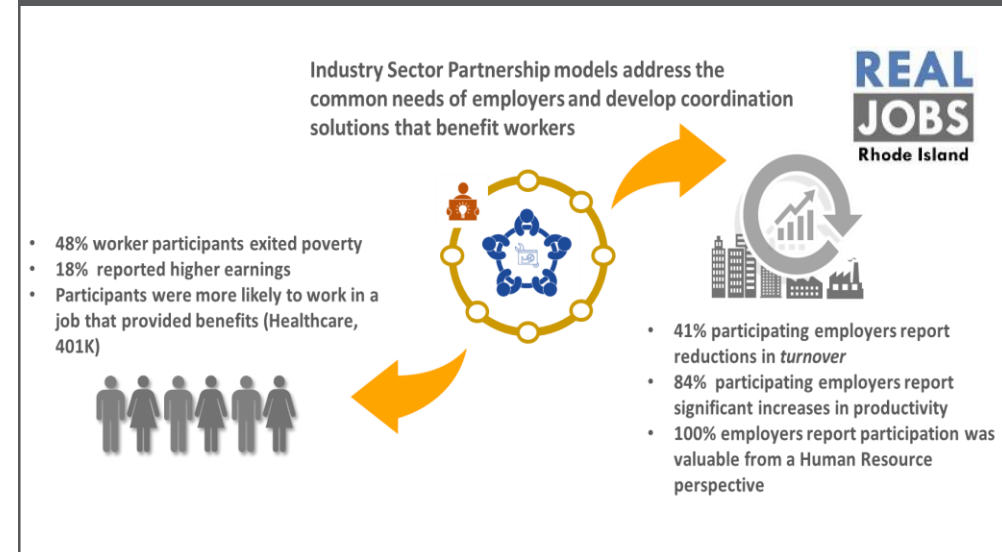
Lead Applicant: MedMates

Employers Partners: Ximedica, Aspiera, HealthID, Blue Cross Blue Shield, Synchronized Sales, Sproutel, Neighborhood Health Plan of RI

Strategic Partners: Tech Collective, RI Bioscience Leaders, Brown, Science and Technology Advisory Council

Why Demand-Driven? Why Sector Partnerships?

(2013 Analysis by National Governor's Association & The Woolsey Group)





Demand-Driven Investments

Residential Construction Workforce Partnership

Lead Applicant: Rhode Island Builders Association

Employers Partners: RI Builders Association (900 member firms), RI Building Materials and Lumber Dealers Association (Approx. 32 firms),

Strategic Partners: Providence Revolving Fund, Building Officials Association, New England Institute of Technology, Youth Build, MTTI, Milenio Latino Institute, RI Career & Tech schools (10)

Building Futures

Lead Applicant: The Providence Plan (Building Futures)

Employers Partners: RI Building & Construction Trades Council, Build RI, Associated General Contractors – RI, Gilbane Building Company, Shawmut Design & Construction, East Coast Interiors Inc., Equality Construction, H. Carr & Sons, Deepwater Wind LLC, Rossi Electric Company

Strategic Partners: Brown University – Facilities Division, City of Providence – Purchasing, ONE Neighborhood Builders, RI AFL-CIO, University of Rhode Island – LRC/Economics, Greater Providence Chamber of Commerce, Shechtman-Halperin-Savage LLP

Real Jobs RI Construction Trades Skill-Up

Lead Applicant: West Elmwood Housing Development Corporation

Employers Partners: Rhode Island Black Contractors Association, NeighborWorks Blackstone River Valley, Providence Revolving Fund, Coast Modern Construction, ACR Construction

Strategic Partners: YouthBuild Providence, KITE Architects

Rhode Island Urban Apprenticeship Program

Lead Applicant: United Association of Plumbers and Pipefitters, Local 51

Employers Partners: HART Engineering Corporation, Delta Mechanical Contractors LLC, Nexgen Mechanical Inc., Aero Mechanical Inc., New England Trace

Strategic Partners: Mayforth Group, New Commons, Progreso Latino, Urban Ventures

Pipelines to Manufacturing Careers in Ship Building

Lead Applicant: Electric Boat

Employers Partners: Electric Boat, Guill Tool, Toray, Applied Radar, VR Industries

Strategic Partners: New England Institute of Technology, Community College of RI, Rhode Island Department of Education, Rhode Island College

Real Jobs Rhode Island Cybersecurity Partnership

Lead Applicant: Southeastern New England Defense Industry Alliance

Employers Partners: Dell SecureWorks, PURVIS Systems, Raytheon Company, Rite-Solutions, SEA Corporation

Strategic Partners: Roger Williams University, University of Rhode Island, Brown University, New England Institute of Technology, Bryant University, Johnson & Wales University

Design FORWARD Partnership

Lead Applicant: DESIGNxRI

Employers Partners: Taylor Box Company, Orange Square, Bradford Soap Works, KITE Architects, Blue Cross Blue Shield of Rhode Island, Ximica

Strategic Partners: DownCity Design, RISD Continuing Education



Demand-Driven Investments

Insurance Innovation Partnership

Lead Applicant: Independent Insurance Agents of RI (IIARI)

Employers Partners: Butler & Messier, Inc., Paquin Insurance, Mansfield Insurance, Lezaola Thompson Insurance, Interstate Insurance & Finance Company

Strategic Partners: Real Jobs Partnership of Northern RI, InVEST

Rhode Island Financial Skills Initiative

Lead Applicant: Rhode Island Bankers Association

Employers Partners: Bank of America, BankRI, BankFive, BankNewport, Centreville Bank, Citizens Bank, Coastway Community Bank, Freedom National Bank, Home Loan Investment Bank, Savings Institute Bank & Trust, Santander Bank, Washington Trust, Webster Bank

Strategic Partners: University of Rhode Island – Business Engagement Center

Healthcare Training Collaborative

Lead Applicant: Saint Antoine Residence

Employers Partners: Saint Antoine Residence, Ballou Home, Scandinavian Home, HomeFront Healthcare, Tockwotton Senior Care, PACE

Strategic Partners: CareLink, URI Department of Nurse Practitioner and Physical Therapy, Rhode Island College, Stepping Up, Tockwotton, Genesis Center

Healthcare Talent Network

Lead Applicant: UNAP RIH Education Fund – Stepping Up Program

Employers Partners: Atria Lincoln Place, Bayberry Commons, Coventry Center Skilled Nursing and Rehabilitation, Elmwood Health Center, Gleason Medical Services, Health Concepts, Ltd., Homefront Health Care, Home Instead Senior Care, Morgan Health Center, Pine Grove Health Center, Rhode Island Hospital, Riverview Healthcare Community, Scallop Shell Nursing & Rehab Center, South Kingstown Nursing & Rehab Center, Tamarisk Assisted Living, Village House, Visiting Angels, Westerly Health Center, West Shore Health Center, Westview Nursing & Rehabilitation Center, Woodpecker Hill Health Center

Strategic Partners: Community College of RI, Dorcas International Institute of Rhode Island, Genesis Center, New England SEIU Local 1199, Providence Housing Authority, Rhode Island College, Saint Antoine Community, United Nurses and Allied Professionals, Workforce Solutions of Providence/Cranston

Healthy Jobs for Rhode Island

Lead Applicant: Rhode Island College

Employers Partners: Care New England, Gateway Healthcare, CharterCARE, Nalari Health, South County Hospital

Strategic Partners: Hospital Association of Rhode Island, Central Falls School District, RI Department of Behavioral Health, Developmental Disabilities and Hospitals, RI Department of Health, Welcome Back Center, Substance Abuse and Mental Health Leadership Council, Community Care Alliance, North Providence School Department

RI Hospitality Partnership

Lead Applicant: Rhode Island Hospitality Association

Employers Partners: RI Hospitality Education Foundation, National Restaurant Association Educational Foundation, American Hotel & Lodging Educational Institute, Chelo's Hometown Bar & Grille, Chez Pascal, Gregg's Restaurants & Pubs, Harbor Lights, Hotel Viking, Lucia Italian Restaurant, McGrath Clambakes, Meritage Restaurant, Ocean House, Omni Hotels & Resorts, Packaging & More, Panera Bread, Providence Marriott Hotel, Pt. Judith Country Club, Regan Communications, Simone's Restaurant, T's Restaurants, Tallulah on Thames, Vanderbilt Grace, Wyndham Garden Providence

Strategic Partners: Johnson & Wales University, Community College of Rhode Island, Hope & Main incubator kitchen, Workforce Solutions of Providence Cranston, Providence Cranston Workforce Investment Board



Demand-Driven Investments

Information Technology Real Jobs Partnership

Lead Applicant: Tech Collective

Employers Partners: AIPSO, Amica Insurance, Atrion Networking Corporation, Brave River Solutions, Computer Associates, Envision Technology Advisors LLC, IGT, OSHEAN, Rhode Island Quality Institute, Secure Future Tech Solutions, United Natural Foods Inc, Worldways Social Marketing

Strategic Partners: Workforce Partnership of Greater Rhode Island, Opportunity@Work, Bryant University, Community College of RI, New England Institute of Technology, Rhode Island College – Adult Education, Chariho Career and Technical Center, Coventry High School, Rhode Island Department of Education, Rhode Island STEM Center, Warwick Area Career and Tech, Junior Achievement of RI, pathidi, Providence After School Alliance, SkillsUSA RI, itSM Solutions, LaunchCode, New Horizons, Center for Women and Enterprise, MedMates, StartUp Community of RI

Partnership for Real IT Jobs

Lead Applicant: LaunchCode

Employers Partners: Amica, Atrion, Citizens Bank, CVS, Purvis Systems, ShapeUp, OpenWorks Group

Strategic Partners: Opportunity@Work, Tech Collective, SENEDIA

Manufacturing Leadership Development Partnership of Rhode Island

Lead Applicant: Toray Plastics (America) Inc.

Employers Partners: Toray Plastics (America) Inc., Astro-Med Inc. (dba AstroNova), Taco Comfort Solutions, Teknor Apex, Nordson EFD

Strategic Partners: URI Center of Human Services, URI College of Continuing Education, RI Manufacturers Association

Phoenix Partnership

Lead Applicant: Hyman Brickle & Son Inc.

Employers Partners: Aspen Aerogel, Boukaert Industrial Textiles, Becker Manufacturing Company, VIBCO, Hyman Brickle & Son Inc.

Strategic Partners: Rhode Island Manufacturers Association, Employers Association of the Northeast

Rhode Island Manufacturing Boot Camp

Lead Applicant: Polaris MEP (University of Rhode Island Research Foundation)

Employers Partners: Chemart, Pilgrim Screw, Yushin, Hexagon Metrology, Guill Tool, Taylor Box Company, Electric Boat

Strategic Partners: Rhode Island Manufacturers Association, RI Marine Trades Association, International Yacht Restoration School, Workforce Performance Solutions, University of Rhode Island, RIDLT

Marine and Composites Partnership

Lead Applicant: Rhode Island Marine Trades Association (RIMTA)

Employers Partners: Bristol Marine, Goetz Composites, Gowrie Group, Hunt Yachts, Jamestown Boatyard, New England Boatworks, Nicholson Yachts, Resolute Racing Shell, Ship to Shore, Symmetrix Composite Tooling, US Watercraft

Strategic Partners: RIMTA, Composites Alliance of RI, Polaris MEP, MTTI, Confident Captain (Dresser Marine), International Yacht Restoration School, New England TECH, Workforce Solutions of Providence/Cranston

The Hire Path Program

Lead Applicant: OIC of Rhode Island, Inc.

Employers Partners: Electric Boat, Thielsch Engineering, ACE Mattress Recycling, Providence Foundation (over 100 member firms)

Strategic Partners: Amos House, New England Institute of Technology- SAMI, Rhode Island Public Transit Authority, Providence Career and Technical Academy, Workforce Solutions of Providence-Cranston



Demand-Driven Investments

ManUp 2 Careers

Lead Applicant: Man Up Inc.

Employers Partners: Craftmaster's Professional Contractors, Pezzuco Construction, RI Carbide Tool Company, Office Recycling Solutions, General Dynamic/Electric Boat

Strategic Partners: Shipbuilding/Marine Trades and Advanced Manufacturing Institute (SAMI), Rhode Island Training School, Rhode Island Adult Correctional Institution

Real Jobs Partnership of Northern Rhode Island

Lead Applicant: Connecting for Children and Families

Employers Partners: Amica Insurance Company, Bank of America, Citizens Bank, Navigant Credit Union, Pawtucket Credit Union, Innovex

Strategic Partners: Northern RI Chamber of Commerce, Roger Williams University, Community College of RI, Innovative Insurance Partnership

Westerly Regional Real Jobs Partnership

Lead Applicant: Ocean Community Chamber of Commerce

Employers Partners: Westerly Hospital, Washington Trust Company, Darlington Fabrics/Moore Company, Westerly Public Schools, Ocean Community YMCA, Ocean House, Paddy's Beach Club, Grey Sail Brewery, Valenti Toyota, Servpro of Washington County, Hauser Chocolatier, Professional Planning Group, Hoyt Phillipetti & Malaghan

Strategic Partners: Operation Stand Down RI, Literacy Volunteers of Washington County, Education Exchange, Families Learning Together (WPS Family Literacy), Westerly Library and Wilcox Park, Westerly EDC

FY2017 Performance



72

New Hire
Training Programs



52

Incumbent Worker
Training Programs



14

Pipeline Development
Programs



1

Other Workforce
Solution



580

New Hires Placed



303

Incumbent Workers
Upskilled



8

New Career & Technical
High School Programs



59

College Internships
Completed



28

High School Students
Completing
Career Exploration





Demand-Driven Investments

Jobs Initiative

The Jobs Initiative was first developed in 2012 as a direct-to-employer grant program designed to encourage the immediate employment of unemployed or underemployed Rhode Islanders by assisting with short-term training and/or providing hiring/retention incentives. The program is jointly administered with Commerce RI and is an effective tool to attract or retain employers that are looking to expand their workforce and create more employment opportunities for Rhode Islanders.

No Activity to report for FY 2017.

Non-Trade Apprenticeship Development Program

The Non-Trade Apprenticeship Development Program provides 'start up' funding to help develop new and innovative apprenticeship training models in high-growth, high-demand fields that extend beyond the traditional trades. Apprenticeship is a tried-and-true training model that is increasingly getting a 'second look' in today's economy. The 'learn and earn' structure is mutually beneficial to employer and employee, particularly low-income workers who are able to support themselves and their families as they learn the skills their employer needs. Employers can develop a tiered pay structure that grows as the individual's value to the company grows. In FY2017, the Governor's Workforce Board issued four Non-Trade Apprenticeship Development Grants to the following organizations:

RI Nursery and Landscape Association

Partner(s) and Employer Sponsors: SeaScape, Inc. and Apprenticeship Rhode Island

RIC Institute for Education in Healthcare

Partner(s) and Employers: Apprenticeship RI, RI Parent Information Network, RI Assisted Living Association

Community College of Rhode Island

Partner(s) and Employers: University Medicine

Symmetrix Composite Tooling

Partners: CCRI, New England Tech, CCP Composite courses, ACMA Composite courses, Beacon Special Training, Polaris MEP continuous improvement

FY2017 Performance



New Non-Trade Apprenticeship Models Approved

- Licensed Practical Nurse
- Community Health Worker
- Professional Land Care Specialist
- Composite Tool and Pattern Maker

Non-Trade Apprenticeship Incentive Program

The Governor's Workforce Board Non-Trade Apprenticeship Incentive Program provides incentive grants of \$1,000 per non-trade apprentice registered subsequent to January 1, 2016, after the completion of the required probationary period. Employers are eligible for up to \$5,000 in monetary incentive within any 12 month period. One organization obtained two Grants in FY2017:

- Claflin Medical Equipment

FY2017 Performance



Grants Issued



Total Awarded



Demand-Driven Investments

Incumbent Worker Training Grants

To remain competitive, organizations increasingly need to train and re-train existing members of their workforce. Incumbent Worker Training grants are matching grants of up to \$45,000 (increasing to \$50,000 in FY 2018) available to Rhode Island companies to help grow and maintain competitiveness by investing in training of their *existing* workforce. During FY 2017, the following 166 companies applied for and received Incumbent Worker Training grants:

A.T. Wall	Bank of America	Childcare Consultants and Facilities Management	EvaRuth's Foods, Inc.	Hodges Badges Company Inc	Lexington Lighting Group	Neocorp, Inc.	Portsmouth Veterinary Clinic	Sailing Excursions, Inc.	TE Connectivity DBA Seacon Phoenix	Vertikal 6
AAA Northeast	BankNewport	Cimini & Associates	Fast Forward Composites	Home Loan Investment Bank	Lucas Milhaupt Warwick, LLC	NetCenergy LLC	Preventure, Inc	Saint-Gobain Performance Plastics	Technic, Inc.	Videology, Inc.
Allesco Industries, Inc.	Bannecker	Citizens Bank	Federal Hill House Association	Hope Global	Lumetta Inc	New England Boatworks Inc.	Propel LLC	Sansiveri, Kimball & Co., LLP	Teknor Apex Company	Visiting Nurse Services of Newport and Bristol Counties
American Eco Tech	Beacon Mutual	Coastal Medical, Inc.	Fiberglass Fabricators	House of Hope	Mad Marc Inc dba Domina's Agway	New England Syrup Company Inc	Providence Mutual Fire	Santoro Oil	Texcel Industries	Warren Rogers Associates
American Shipyard Co. LLC dba Newport Shipyard Co, LLC	Beacon Mutual Insurance Company	College Visions	Finlay Extracts	Hyman, Brickle & Son	Mandeville Sign Inc	New England Union Co.	Rail Explorers	Save the Bay, Inc.	The Chemical Company	Wickford Appliance
Amica Mutual Insurance Company	Beltone New England	CompuClaim	First Card Company	Igus, Inc.	Materion Technical Materials	Newport Hospitality, Inc.	Reade International Corp dba Reade Advanced Materials	SCW Corporation dba Day-O-Lite	The Children's Workshop	Wildtree
Anchor Insulation	Big Fish Results, Inc	Contractors Supply	Fleetmaster	International Packaging Corporation	Maxson Automatic Machinery	NGC Inc. dba The Town Dock	Rhode Island Council for the Humanities	SEACORP	The Learning Garden	Work Shop LLC
Apogee Precision Parts	Bosworth Company	Dimeo Construction	Freedom National Bank	Iradion Laser, Inc.	Mearthane Products Corporation	Ocean State Clean Air Solutions, Inc.	Rhode Island Telephone	Seven Stars Bakery	The Moore Company	
Applied Plastics Technology	Bouckaert Industrial Textiles	Econotel Business Systems, Inc.	Gecko Marine Inc. DBA Zim Sailing	Ivory Ella	Milestone Dental care	Ocean State Jobbers, Inc.	Rhode Planning and Management Solutions	Sightsailing, Inc	The Washington Trust Company	
Artifex Technology Consulting, Inc.	C. Sjoberg & Son, Inc.	Edesia	Global View Communications, Inc.	Jade Engineering Plastics, Inc.	Miniature Casting Corporaation	Ocean State Technical Services	RI Hospitality Association	Spectrum Coatings, Inc.	Toray Plastics	
AstroNova, Inc.	C.C. Business Corp	Elite Physical Therapy	Gloria Duchin, Inc	John S. Simonian	Morgan Mill	Oliver Hazard	RI Mentoring Partnership	Spectrum Thermal Processing	Total Construction Services, Inc.	
Atlantis Comfort Systems	Carousel Industries	Emissive Energy Corporation	Greystone Inc.	Kafin Oil Co.	Metals LLC	Perry Rhode Island Packaging	RI Quality Institute	Stephen Turner	Tribal Vision	
Atrion Networking Corporation	Center For Women And Enterprise	Engineering Design Services, Inc	Healthcentric Advisors	Kafin Oli Co. Inc.	Murdock Webbing CO., Inc.	Pawtucket Credit Union	RI Zoological Society	Stolberger DBA Wardwell Braiding	Tri-Bro Tool	
AVTECH Software Inc	Centreville Bank	Envisions Technology Advisors, LLC	Herrick and White Ltd	Lawrence Air Systems Inc	National Laminating, Inc	Pilgrim Screw Corporation	Rilassamento Massage, LLC dba Massage Envy	T.E.A.M. Inc.	Tri-Mack Plastics Manufacturing Corp.	
Awheels, Inc. dba Shannon Motors	Chase Machine	Epoxyset Inc.	Hexagon Manufacturing Intelligence	Leadership Rhode Island	National Marker Company	Polaris MEP Polyurethane Molding Industries, Inc.	Rodgers Corporation/ DeWAL Industries, Inc.	Tanury Industries	US Foods	
Bank Newport	ChemArt Company		High Purity New England	Leadership RI	Nelipak		Rogue Island	Taylor Box Company	US Maritime Resource Center	

FY2017 Performance



2452

Incumbent Workers Upskilled



Career Pathways for Youth & Adults

Career Pathways

Rhode Island's middle class job market has experienced a shift away from low-skilled jobs toward more middle and high-skilled occupations. Because today's workplace needs are more defined, today's job seeker cannot rely on a generalist approach to his or her future career. Individuals seeking gainful employment, specifically those from traditionally underserved populations, need a high level of career knowledge, skill training, and experience so they can make informed decisions and compete in an increasingly competitive labor market. For this reason, the Governor's Workforce Board invests in a number of programs designed to provide career pathways for youth and adults.

Targeted Workforce Preparation through **Real Pathways RI**

Real Pathways RI promotes and supports partnerships between and among nonprofits, education and training providers, community partners, and others, within a specific geographic region or who focus on a similar population (ex. veterans, non-English speakers). These partners collaborate and strategize how to best serve clients through comprehensive and cooperative workforce development programming that is demand-driven, linked to the larger workforce development network, and designed to maximize the opportunities for middle class employment. During FY 2017, the GWB solicited and selected 14 Real Pathways RI partnerships throughout the state. These partnerships will begin their work during FY 2018.

RISE 2 Work Partnership

Lead Applicant: Perspectives Corporation

Employers Partners: CVS, Home Depot

Strategic Partners: Accesspoint RI, Looking Upwards, Opportunities Unlimited

Pathways to Manufacturing for English Language Learners

Lead Applicant: Dorcas International Institute of RI

Employers Partners: Lumetta, Inc., Hook-Fast Inc.

Strategic Partners: Genesis Center

Rhode Island Core Skills Partnership

Lead Applicant: RI Adult Education Professional Development Center (at West Bay Collaborative)

Employers Partners: Blow Molded Specialties, Hyman Brickle & Sons, Murdock Webbing, RI Hospitality Association, We Make RI

Strategic Partners: Blackstone Valley Community Action Program, Genesis Center, RI Family Literacy Initiative, RI Regional Adult Learning, Westbay Community Adult Education Academy, United Way of RI

Progreso Hospitality Partnership

Lead Applicant: Progreso Latino

Employers Partners: Sodexo, California Taco Shop

Strategic Partners: ED Total, Multicultural Food Service and Hospitality Alliance

Rhode Island Works Wonders for Foster Youth

Lead Applicant: Foster Forward

Employers Partners: Rhode Island Marine Trades Association, Rhode Island Hospitality Association, Ocean State Job Lot, Burlington Coat Factory, Manpower, Children's Friend and Service

Strategic Partners: Crossroads RI, Roger Williams University- School of Continuing Services, Tri-County Community Action, DCYF, Voice Youth Leadership Board

A Focus on Target Populations (Data Snap Shot)

- Statewide, there are significant waiting lists to **access High School Equivalency preparation and English language acquisition** programming.
- Unemployment and earnings among the workforce network's target populations far exceed the state average for all workers:
 - US Bureau of Labor Statistics (BLS) data finds that unemployment is almost double and earnings are almost halved for **individuals without a high school degree** as compared to the average for all workers.
 - BLS data finds that the unemployment rate for young **veterans** exceeds the national average.
 - A 2016 study by the Center for Economic and Policy Research estimated that formerly **incarcerated men** contribute 1.6 to 1.8% points to the national male unemployment rate

Platform to Employment in Manufacturing

Lead Applicant: The Workplace

Employers Partners: AA Thrifty Sign and Awning, National Marker Company

Strategic Partners: Career TEAM, Christopher Fragale, MSW



Career Pathways for Youth & Adults

Pathways to Apprenticeship

Lead Applicant: RI Institute for Labor Studies

Employers Partners: Laborers' International Union of North America (LIUNA), New England Regional Council of Carpenters (Local 94), International Brotherhood of Electrical Workers Local 99 (IBEW 99), International Union of Painters and Allied Trades District Council 11 (IUPAT), UA Local 51 Plumbers and Pipefitters (UA Local 51)

Strategic Partners: RI Family Literacy Initiative, Literacy Volunteers of East Bay, RI Committee on Occupational Safety and Health

Amos House / Open Doors Reentry Program

Lead Applicant: Amos House

Employers Partners: Rhode Island Hospitality Association, Building Futures, More than a Meal Catering, Hope & Main, Epicurean Feast at Blue Cross and Blue Shield of RI, Punta Cana Bistro, Amos House Builds, Preservation of Affordable Housing, Women's Development Corporation, St. Mary's

Strategic Partners: Open Doors

Real Pathways for Homeless Adults

Lead Applicant: Crossroads RI

Employers Partners: Home and Hospice Care - Nursing Placement, Elmwood Nursing and Rehabilitation Center, Elmhurst Rehabilitation & Healthcare Center

Strategic Partners: Riverwood Mental Health Services

Newport County Pathways to Employment

Lead Applicant: Newport Community School

Employers Partners: Heatherwood Nursing & Rehabilitation Center, St. Clare- Newport, Royal Middletown

Strategic Partners: URI-College of Pharmacy

Greater Providence Healthcare Career Pathways

Lead Applicant: Genesis Center

Employers Partners: CharterCare Health Partners, Cedar Crest Nursing and Rehabilitation, Providence Community Health Centers, East Bay Community Action Program, The Fogarty Center, Elmwood Adult Day Health Care Center, Elmwood Health Care Center, Groden Center

Strategic Partners: RI Family Literacy Initiative, Providence Housing Authority, City of Providence - First Source, City of Providence - Office of Economic Opportunity

Veterans Pathways to Prosperity

Lead Applicant: Operation Stand Down RI

Employers Partners: RI Urban Apprenticeship Program, Rhode Island Trucking Association, Rhode Island Manufacturing Association, Providence/Cranston Workforce Development Board

Strategic Partners: RI Office of Veterans Affairs, US Department of Veterans Affairs, Providence VA Hospital

P.A.I.D (Pathways to Adulthood, Independence, and Dignity)

Lead Applicant: Community Care Alliance

Employers Partners: Snap Chef, Panera Bread, Real Jobs Partnership of Northern RI, Healthy Jobs for RI

Strategic Partners: Harbour Youthworks411 Center, Project Learn, Workforce Partnership of Greater RI

Year Up IT Training Enhancement Program

Lead Applicant: Year Up Providence

Employers Partners: Amica Mutual Insurance, Citizens Bank

Strategic Partners: Community College of RI, Community Action Partnership of Providence, Community Care Alliance



Career Pathways for Youth & Adults

Targeted Workforce Preparation through Workforce Innovation Grants

As the precursor to the Real Pathways RI program, the GWB Workforce Innovation Grant program funded thirteen public-private partnerships across the state in FY2017. The grants brought together employers, educational providers, and community-based organizations (CBOs) to build skills and develop career opportunities for students, out-of-school youth, and adults who were unemployed or underemployed.

The Workforce Innovation Grant program has been active since FY 2013. In FY 2017 the Board elected to end the program and replace it with the Real Pathways RI program (see pages 14-15).

The **Workforce Innovation Grant** awardees in FY 2017 included:

- Amos House
- Comprehensive Community Action Program
- Crossroads Rhode Island
- Foster Forward
- Genesis Center
- New England Institute of Technology
- Aquidneck Island Adult Learning Center (Newport Community School)
- Open Doors
- The Providence Center
- Rhode Island Hospital
- Rhode Island Indian Council Inc.
- RI Manufacturers Association (RIMA)
- Year Up

FY2017 Performance



266
New Hires Placed




469
Credentials Awarded




385
Work Experiences Completed



Career Pathways for Youth & Adults

Prepare RI – Rhode Island’s Three Year Action Plan to Ensure All High School Students are College and Career Ready

In January 2017, Rhode Island was one of ten states awarded a \$2 million New Skills for Youth grant from JP Morgan Chase to improve career readiness for all students. With these funds and other targeted state investments, Rhode Island will implement an ambitious 3-year inter-agency action plan called Prepare Rhode Island (PrepareRI), designed to get all students college and career ready and to provide employers with the talent they need to succeed in today’s and tomorrow’s economy. The six key objectives of the action plan work toward demand-driven, high-quality career pathways for all youth, career readiness accountability in K-12 education, and cross-institutional alignment into postsecondary education.

Key Objective 1:
Employer
Engagement

Key Objective 2:
Rigor and Quality in
Career Pathways

Key Objective 3:
K-12 Accountability

Key Objective 4:
Scaling Equitable +
High-Quality Career
Pathways

Key Objective 5:
Aligning Funding
Streams

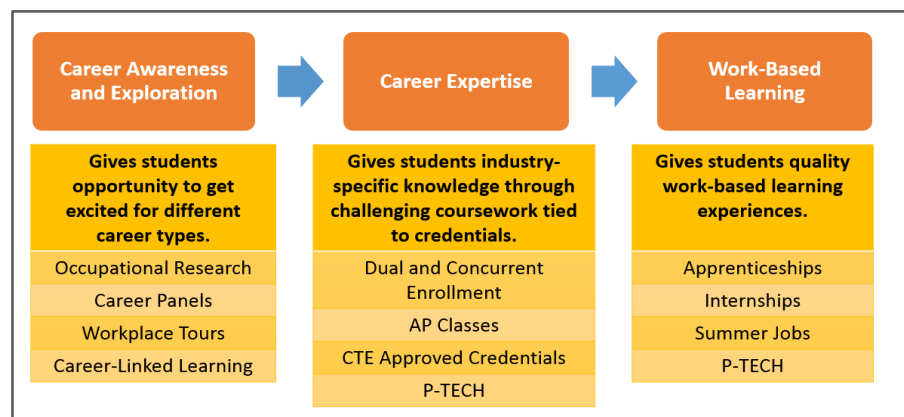
Key Objective 6:
Cross-Institutional
Alignment

The GWB is developing a **state-wide strategy for work-based learning**, with the end goal of making work-based learning opportunities available to every high school student before they graduate:

- Under the guidance of its **Career Pathways Advisory Committee**, the GWB is developing a work-based learning toolkit with guidance on types of work-based learning activities, standards for high-quality experiences, roles and responsibilities for stakeholders, essential skills for students to develop and master, and clarification on legal and liability issues
- The GWB hired an **outside consultant** to map the current landscape of work-based learning in RI, compare work-based learning models in other high-performing states, and issue recommendations for investments and structures for work-based learning moving forward

Career pathway activities allow youth to **explore career options**, gain **career-focused technical expertise**, and engage in **work-based learning opportunities** like internships or summer jobs. The GWB funded the following programs for youth in FY17:

- \$1.5 million toward a **summer youth employment program** providing 1100 youth with paid employment and career readiness training
- About \$1 million of **Work Immersion** funds to provide 50% wage reimbursements to RI employers who provided internships to 439 college students and CTE high school students
- \$700,000 in additional funds to **Real Jobs Rhode Island** to support and expand youth-focused programming that grows the talent pipeline through activities in career awareness and exploration, building career expertise, and work-based learning. Highlights include:
 - General Dynamics Electric Boat is working with 8 Career and Technical Education (CTE) across the state to grow the talent pipeline and fill an increasing demand for employees.
 - The Design partnership, led by DesignxRI and DownCity Design, implemented summer Explore programs to introduce high school students to various careers in graphic, industrial, product, and architectural design



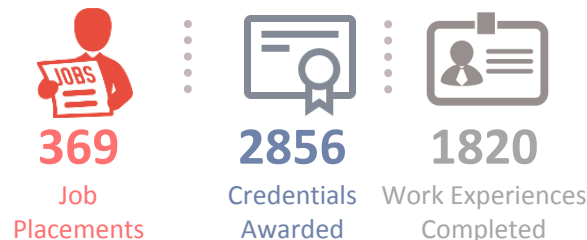


Career Pathways for Youth & Adults

Youth

The Governor's Workforce Board youth allocations helps augment federal WIOA youth career development funds with less-restrictive Job Development Fund dollars to serve all RI youth ages 14-24. Services include interest inventories, academic assessments and services, contextual learning, leadership development, job readiness and work experience. A \$2 million allocation helps provide Rhode Islanders ages 14-24 with subsidized year-round and summer work experiences that allow them to explore careers and gain work readiness skills.

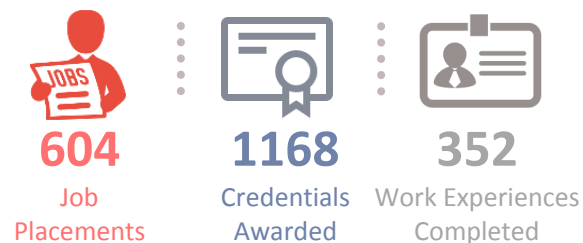
FY2017 Performance



Adult Education

Since 2007, the Governor's Workforce Board has collaborated with the RI Department of Education to target the segment of the workforce that lacks the necessary Adult Basic Education and work readiness skills in order to compete in the 21st century economy. These funds support programs that integrated education and workforce development for adult learners.

FY2017 Performance



Work Immersion – Subsidized Paid Work Experiences for Students and Unemployed Adults

Work Immersion provides subsidized, temporary work experiences for college students, recent college graduates, unemployed adults, and Career and Technical Education high school students. Employers may receive up to a 50% wage reimbursement for hosting such individuals in a paid work experience. For college students, graduates, and unemployed adults, an additional 25% reimbursement is available if candidates are hired at the end of the work experience.

FY2017 Performance





Aligned Policy & Networked Governance

Aligned Policy and Networked Governance

A number of significant reforms and evolutions are concurrently taking place throughout the Rhode Island workforce development network. The reforms and rethinking required by the federal WIOA act, the continued development of a demand-driven system to engage more employers, and enhanced connections to K-12 and other external partners (among other changes) represent both an exciting and intensive opportunity for the network. Investments in more effective marketing, alignment of policies and planning efforts, and greater uniformity and consistent quality throughout the workforce network will better serve employer and job seeker customers.

Organization and Convening of Inter-Agency Workgroup

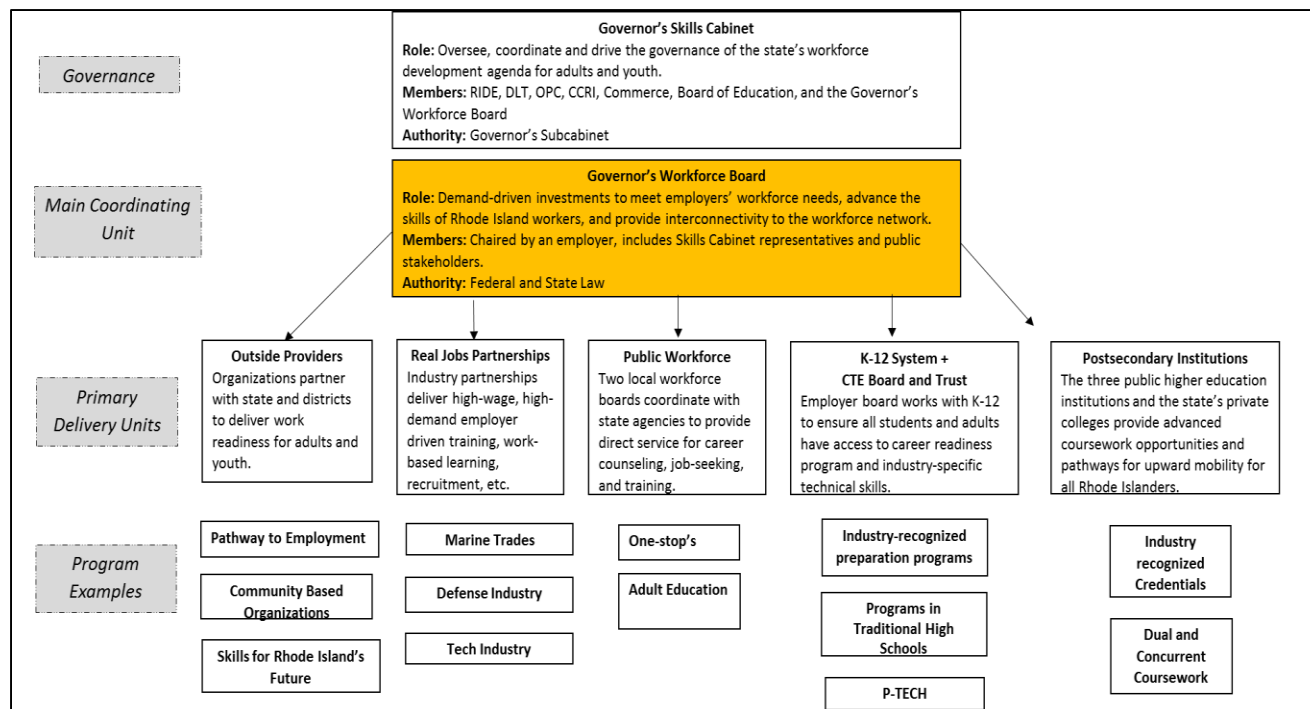
The federal Workforce Innovation and Opportunity Act (WIOA) requires unprecedented coordination and alignment between partner agencies such as Human Services, Education, Labor, and Rehabilitative Services, among others, to deliver integrated, responsive, and high performing services for job seekers and employers. The GWB oversees the convening and facilitation of an interagency workgroup comprised of administrators from across the spectrum of core partner agencies to cooperatively plan, strategize, and execute the implementation of the WIOA as well as the strategic integration of state JDF resources when appropriate.

Begin Common Assessment Work

The federal Workforce Innovation and Opportunity Act (WIOA) directs state workforce boards to develop strategies to better align technology and data systems across partner programs including, but not limited to, common intake and assessment. The state WIOA Plan recommends the convening of a Community Workgroup to study the complex issue of common assessment and development recommendations for a more integrated and uniform intake and assessment system throughout the workforce network. This convening began in FY 2017 and will continue into FY 2018.

Review and Redesign of GWB Programming

During FY 2017 the GWB conducted a thorough review of the design and utility of their in-house programs including the Work Immersion program and the Incumbent Worker Training program. This review resulted in a number of programmatic and administrative rules designed to better reflect the intent of each program while improving customer service and employer friendliness. Among other changes, the GWB transitioned to web-based/digital applications for all programs, revised program rules to eliminate redundant or unnecessary information and speed evaluation/approval process, and revised the grant reimbursement process to increase oversight and fiscal integrity.





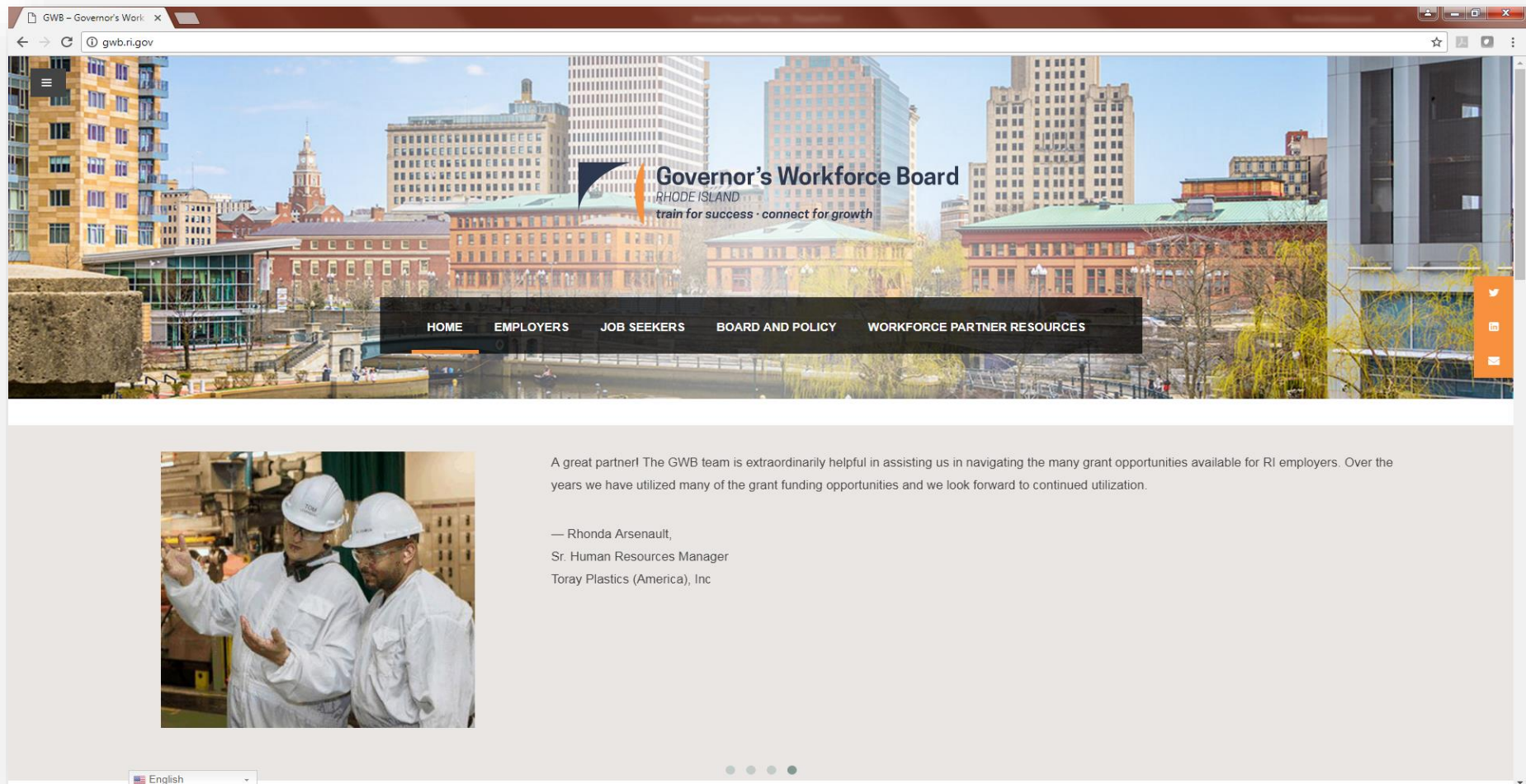
Aligned Policy & Networked Governance

Required Collaboration Between/Among Network Partners and One-Stop Career Centers

Looking to dissolve the silo between its state funded (JDF) and federally funded (WIOA) workforce development programs, the solicitation for community-based Real Pathways RI partnerships required applicants to describe how they will connect with and integrate services with their local One-Stop Career Center. These connections will continue to be emphasized and built-out throughout the life of the program and the GWB will look for opportunities on a policy level to ease and encourage such coordination.

Redesign and Rebranding of the GWB Logo and Website

Throughout FY 2017 the Board undertook a reimagining of its public presence to better market and advertise both its policy development work and its employer and job seeker workforce tools. Using a local marketing firm, the Board convened system partners, job seekers, employers, and other stakeholders to develop a new brand and a more customer-focused website where visitors can access the array of tools and services that are available to them.





Data and Performance

Performance monitoring and data measurement help to guide GWB investments and policy decisions. The GWB allocates both staff time and resources which enable it to better collect, analyze, and utilize data to improve upon or design new initiatives to meet on-going and future workforce needs. Data analysis measures not only the return on taxpayer investments, but also provides access to real-time information on the value and impact for those that the workforce system serves - individuals, employers, and Rhode Islanders at large.

Data & Performance

Successful Conversion of Unified Expenditure and Program Report from Paper Based to Interactive Web-based Dashboard

The Unified Workforce Expenditure and Program report is a compendium of fiscal and performance information for nearly all workforce development programs in the state of Rhode Island. This report is required pursuant to RIGL §42-102-6 and was previously a paper-based report. The FY 2016 version (covering program year FY 2015 to account for the lag in reporting timeframes) was developed as an interactive web-based dashboard and published to the GWB website. A link to the newest FY 2017 version (covering program year FY 2016) is included with this report.

Continued Development of Statewide Comprehensive Workforce Development Performance Dashboard

Building on the progress of the Unified Workforce Expenditure and Program report, and utilizing resources provided by the National Skills Coalition and the USDOL Workforce Data Quality Initiative, the GWB has partnered with an in-state vendor to develop a more robust and interactive web-based performance dashboard that will enable users to view outcomes and participant information across a range of workforce development programs, and connect this information to data sets from other agencies to begin to query some impactful policy and programmatic questions. This multi-stage development began with the integration of federal WIOA data, and will progress to include other GWB funded programs. The vision is for all workforce development programming across state agencies to be housed and analyzed through this dashboard to allow for comparisons, analysis, and review.

Continued Development of Common Performance Measures

Rhode Island General Law § 42-102 requires the Governor's Workforce Board to "establish statewide policies, definitions, objectives, goals, and guidelines for the coordination of all employment-and-training programs and related services and programs within the state," including: "Establishing and communicating uniform policies and consistent terms and definitions;" and "...Establishing performance goals and measurements for monitoring the effectiveness of the programs provided through the coordinated-programs system." Additionally, Section 116 of the federal Workforce Investment and Opportunity Act (WIOA) requires states to develop performance accountability measures for the workforce system. Throughout FY 2017, the GWB began the development of a uniform set of common measures that can be applied across the workforce system. The Board intends to finalize this work in FY 2018. Effective common measures can provide a shared framework through which stakeholders may analyze the performance of the State's workforce development system. Rhode Island's public workforce development system is comprised of a variety of programs with a broad range of activities that serve a diverse group of people of varying ages and abilities. Common Measures will offer a consistent snapshot of individual program results, and will better capture the true value of workforce development programs to the state.



Implementation of the Workforce Innovation and Opportunity Act

The Workforce Innovation and Opportunity Act (WIOA) is the primary federal law governing employment, education, training, and support services for job seekers. WIOA was passed by bipartisan majorities in both houses of Congress and signed into law by President Obama on July 22, 2014. The law supersedes the previous Workforce Investment Act (WIA) and looks to more fully integrate states' workforce and talent development systems to better serve employers and job seekers.

Rhode Island is currently in a phased implementation of WIOA. As the state's federally-designated workforce agency, the Governor's Workforce Board is tasked with implementation of the law which includes developing a strategic plan for the state, issuing policy and directives, allocating resources, and working with the state's local workforce boards on the coordinated delivery of high quality workforce development services.

Rhode Island's vision for WIOA is to develop a responsive demand-driven system that prepares unemployed and underemployed individuals (particularly those with barriers to employment) for occupations in high wage/demand fields. The full State WIOA plan can be viewed [here](#).*

This work is done in concert with the state's two local workforce development boards:

- Workforce Solutions of Providence/Cranston
- Workforce Partnership of Greater Rhode Island



Summary of Major Activities

- Both Local Boards successfully rebid for a new operator of their One-Stop Career Centers (the physical location where most WIOA related services are provided)
- GWB and system partners have begun work on more integrated and uniform intake and assessment



WORKFORCE INNOVATION NOTICES ISSUED

Workforce Innovation Notices are issued by the Governor's Workforce Board and include policies, guidance, and information regarding WIOA. WINs are the formal process through which the GWB sets statewide policies for WIOA, which are delivered to the local workforce development boards as well as system partners.

WIN 15-17

WIN 15-17 revises Rhode Island's definition of a "Dislocated Worker" (one of the categories of individuals that WIOA can provide assistance to) to better fit the economic realities of the state. This new definition expands the scope of that definition to help more Rhode Islanders while decreasing the administrative burden of determining and documenting eligibility.

WIN 17-01

In addition to state and local plans, WIOA allows for *regional* workforce development plans when appropriate. **WIN 17-01** determines that given Rhode Island's size, funding limitations, and current level of state-local cooperation and collaboration that the state itself is a "region" for the purposes of this policy and that the State Plan shall also serve as a regional plan.

WIN 17-02

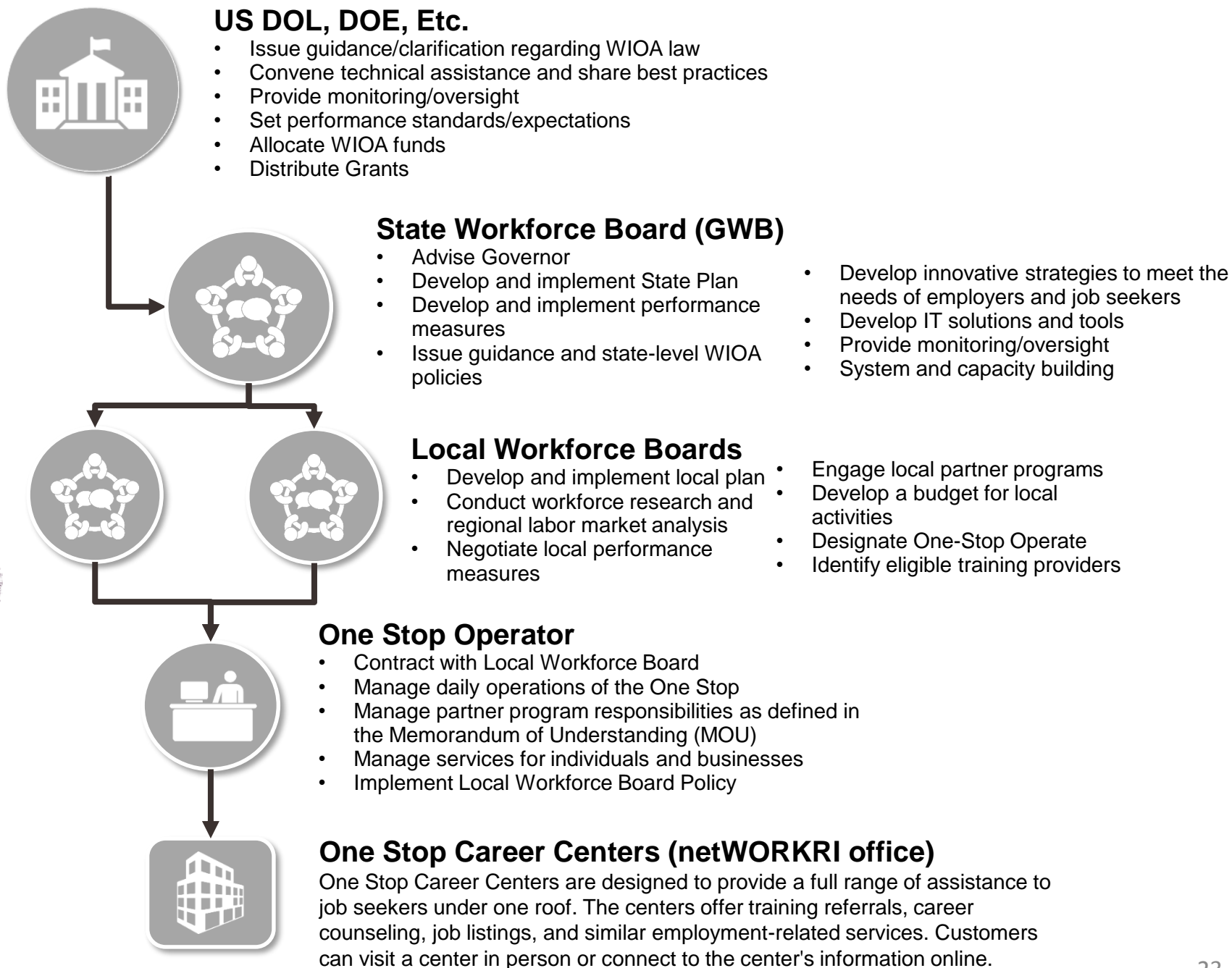
In order to be eligible for WIOA-funded activities, a youth must meet certain eligibility criteria which includes facing a 'barrier' to employment. The state is allowed to define one of these barriers when a youth requires 'additional assistance' to obtain employment. **WIN 17-02** describes specific educational and employment barriers a youth may face which will meet the definition of 'requiring additional assistance.'

WIN 17-03

The USDOL provides WIOA funding to states through three 'categories' – Adult, Dislocated Worker, and Youth. These allocations are determined based on a formula that takes into account, among other factors: unemployment, poverty, plant closures, and population. **WIN 17-03** describes how the state will allocate the funds to our local workforce areas for the upcoming program year .



Workforce Innovation and Opportunity Act – Governance (Summary)





Workforce Innovation and Opportunity Act Performance

Rhode Island is required to annual submit comprehensive performance reports to the USDOL for operations funded under the Workforce Innovation and Opportunity Act (WIOA). Performance reports for the following programs are provided:

- WIOA Title I: Adults
- WIOA Title I: Dislocated Workers
- WIOA Title I: Youth
- National Dislocated Worker Grants
- WIOA Title III: Jobs for Veterans
- WIOA Title III: Wagner-Peyser Services

WIOA Title I Adults (Statewide) – Performance				
Service	Participants Served (Cohort Period: 7/1/2016-6/30/2017)	Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	Funds Expended (Cohort Period: 7/1/2016-6/30/2017)	Cost Per Participant Served (Cohort Period: 7/1/2016-6/30/2017)
Career Services	834	369	\$4,343,146.00	\$5,208.00
Training Services	418	253	\$1,014,250.00	\$2,426.00
Percent training-related employment+ (Cohort Period: N/A)		Percent enrolled in more than one core program (Cohort Period: N/A)		Percent Admin Expended:
25.10%		100.00%		12.60%
Participants Served (Cohort Period: 7/1/2016-6/30/2017)	1252			
Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	622			
Sex				
Female	606	351		
Male	643	270		
	Total Participants Served (Cohort Period: 7/1/2016-6/30/2017)	Total Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	Measurable Skill Gains+++ (Cohort Period: 7/1/2016-6/30/2017)	
			Total Numbers	Rate
<16	0	0	0	0.00%
16 - 18	31	15	2	14.30%
19 - 24	333	163	17	12.50%
25 - 44	631	322	23	10.00%
45 - 54	168	88	1	1.90%
55 - 59	52	23	0	0.00%
60+	37	11	0	0.00%
	Total Participants Served (Cohort Period: 7/1/2016-6/30/2017)	Total Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	Measurable Skill Gains+++ (Cohort Period: 7/1/2016-6/30/2017)	
			Num	Rate
American Indian / Alaska Native	39	24	1	10.00%
Asian	52	21	2	7.70%
Black/African American	186	104	6	7.70%
Hispanic / Latino	262	148	9	8.60%
Native Hawaiian / Pacific Islander	8	3	0	0.00%
White	769	351	26	10.00%
More Than One Race	45	21	1	5.30%
	Total Participants Served	Total Participants Exited	Measurable Skill Gains+++	
			Num	Rate
Total Statewide	1,252	622		
		Actual	43	9.50%
Displaced Homemakers	1	1	0	0.00%
English Language Learners, Low Levels of Literacy, Cultural Barriers	246	153	12	10.60%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	0	0	0	0.00%
Ex-offenders	172	97	10	13.00%
Homeless Individuals / runaway youth	18	10	0	0.00%
Long-term Unemployed (27 or more consecutive weeks)	0	0	0	0.00%
Low-Income Individuals	853	470	31	9.00%
Migrant and Seasonal Farmworkers	0	0	0	0.00%
Individuals with Disabilities (incl. youth)	24	13	0	0.00%
Single Parents (Incl. single pregnant women)	168	107	3	3.40%
Youth in foster care or aged out of system	1	1	1	100.00%



WIOA Title I Dislocated Worker(Statewide) – Performance

Service	Participants Served (Cohort Period: 7/1/2016-6/30/2017)	Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	Funds Expended (Cohort Period: 7/1/2016-6/30/2017)	Cost Per Participant Served (Cohort Period: 7/1/2016-6/30/2017)
Career Services	566	377	\$3,693,422	\$6,525
Training Services	543	345	\$1,333,298	\$2,455
Percent training-related employment+ (Cohort Period: N/A)		Percent enrolled in more than one core program (Cohort Period: N/A)		Percent Admin Expended:
25.10%		100.00%		12.60%
Participants Served (Cohort Period: 7/1/2016-6/30/2017)	1,109			
Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	722			
Sex				
Female	625	411		
Male	482	310		
	Total Participants Served (Cohort Period: 7/1/2016-6/30/2017)	Total Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	Measurable Skill Gains+++ (Cohort Period: 7/1/2016-6/30/2017)	
			Total Numbers	Rate
<16	0	0	0	0.00%
16 - 18	0	0	0	0.00%
19 - 24	58	41	3	7.50%
25 - 44	471	319	22	8.70%
45 - 54	329	209	15	9.40%
55 - 59	151	98	7	12.10%
60+	100	55	1	2.70%
	Total Participants Served (Cohort Period: 7/1/2016-6/30/2017)	Total Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	Measurable Skill Gains+++ (Cohort Period: 7/1/2016-6/30/2017)	
			Num	Rate
Indian / Alaska Native	16	15	0	0.00%
Asian	31	24	3	18.80%
Black/African American	122	88	2	4.20%
Hispanic / Latino	199	119	7	6.20%
Native Hawaiian / Pacific Islander	2	2	1	100.00%
White	759	487	39	10.40%
More Than One Race	18	17	1	16.70%
	Total Participants Served	Total Participants Exited	Measurable Skill Gains+++	
			Num	Rate
Total Statewide	1,109	722		
		Actual	48	8.70%
Displaced Homemakers	6	4	0	0.00%
English Language Learners, Low Levels of Literacy, Cultural Barriers	286	183	4	3.20%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	0	0	0	0.00%
Ex-offenders	118	80	3	6.30%
Homeless Individuals / runaway youth	6	6	0	0.00%
Long-term Unemployed (27 or more consecutive weeks)	0	0	0	0.00%
Low-Income Individuals	688	451	24	8.20%
Migrant and Seasonal Farmworkers	0	0	0	0.00%
Individuals with Disabilities (incl. youth)	25	16	1	9.10%
Single Parents (Incl. single pregnant women)	143	94	3	4.20%
Youth in foster care or aged out of system	0	0	0	0.00%

**WIOA Title I Youth(Statewide) – Performance**

Service	Participants Served (Cohort Period: 7/1/2016-6/30/2017)	Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	Funds Expended (Cohort Period: 7/1/2016-6/30/2017)	Cost Per Participant Served (Cohort Period: 7/1/2016-6/30/2017)
Career Services	305	125	\$442,582	\$1,451
Training Services	158	92	\$2,243,958	\$14,202
Percent training-related employment+ (Cohort Period: N/A) 12.00%		Percent enrolled in more than one core program (Cohort Period: N/A) 100.00%		Percent Admin Expended: 14.10%
Participants Served (Cohort Period: 7/1/2016-6/30/2017)	463			
Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	217			
Sex				
Female	265	121		
Male	197	96		
Total Participants Served (Cohort Period: 7/1/2016-6/30/2017)		Total Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	Measurable Skill Gains+++ (Cohort Period: 7/1/2016-6/30/2017)	
			Total Numbers	Rate
<16	20	4	4	20.00%
16 - 18	203	81	40	36.40%
19 - 24	239	131	45	32.10%
25 - 44	1	1	0	0.00%
45 - 54	0	0	0	0.00%
55 - 59	0	0	0	0.00%
60+	0	0	0	0.00%
Total Participants Served (Cohort Period: 7/1/2016-6/30/2017)		Total Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	Measurable Skill Gains+++ (Cohort Period: 7/1/2016-6/30/2017)	
			Num	Rate
American Indian / Alaska Native	20	7	5	41.70%
Asian	12	5	2	40.00%
Black/African American	105	39	17	26.20%
Hispanic / Latino	145	62	32	37.20%
Native Hawaiian / Pacific Islander	6	3	1	50.00%
White	264	128	46	31.30%
More Than One Race	34	11	6	28.60%
Total Participants Served		Total Participants Exited	Measurable Skill Gains+++	
			Num	Rate
Total Statewide	463	217		Baseline
		Actual	89	33.00%
Displaced Homemakers	0	0	0	0.00%
English Language Learners, Low Levels of Literacy, Cultural Barriers	366		79	34.50%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	2	2	1	50.00%
Ex-offenders	53	25	8	33.30%
Homeless Individuals / runaway youth	17	6	1	8.30%
Long-term Unemployed (27 or more consecutive weeks)	0	0	0	0.00%
Low-Income Individuals	457	213	88	33.00%
Migrant and Seasonal Farmworkers	0	0	0	0.00%
Individuals with Disabilities (incl. youth)	35	21	9	45.00%
Single Parents (Incl. single pregnant women)	79	43	15	28.30%
Youth in foster care or aged out of system	30	20	9	45.00%

**WIOA National Dislocated Worker Grants (Statewide) - Performance**

Adults	Basic Career Services (other than self service)	Individualized Career Services	Training Services	Total Current Period	Total Previous Period
1. Total Exiters (Cohort Period: 7/1/2016-3/31/2017)	1	144	56	201	108
2. Total Participants Served (Cohort Period: 7/1/2016-6/30/2017)	5	591	73	669	498
3. Total Reportable Individuals (Cohort Period: 7/1/2016-6/30/2017)				0	0
Adults	Basic Career Services (other than self service)	Individualized Career Services	Training Services	Total Current Period	Total Previous Period
Sex					
Male	1	361	27	389	291
Female	4	228	45	277	204
Ethnicity/Race					
Performance Items					
2a. Hispanic/Latino	2	45	9	56	41
2b. American Indian or Alaskan Native	0	13	0	13	11
2c. Asian	0	14	2	16	10
2d. Black or African American	1	78	2	81	59
2e. Native Hawaiian or Other Pacific Islander	0	1	0	1	0
2f. White	2	440	62	504	379
2g. More Than One Race	0	18	0	18	14
Other Demographics					
Performance Items					
3a. Eligible Veterans	0	35	2	37	29
3b. Individuals with a Disability	0	10	3	13	10
3c. Incumbent Workers	0	0	0	0	0
3d. Unemployed Individuals	5	441	70	516	400
Education Level					
Performance Items					
4a. Secondary School Graduate or Equivalent	2	226	17	245	171
4b. Completed 1 or more years of Postsecondary Education	2	106	17	125	97
4c. Postsecondary Certification, License, or Educational Certificate (non-degree)	0	32	2	34	23
4d. Associate's Degree	0	57	16	73	61
4e. Bachelor's Degree or Equivalent	1	105	12	118	89
4f. Advanced Degree Beyond Bachelor's Degree	0	40	7	47	35
Adults	Basic Career Services (other than self service)	Individualized Career Services	Training Services	Total Current Period	Total Previous Period
1. Displaced homemakers	0	4	1	5	3
2. Low-income individuals	4	367	48	419	310
3. Older individuals	1	126	17	144	110
4. Ex-offenders	0	47	8	55	52
5. Homeless individuals or runaway youth	0	2	0	2	2
6. Current or former foster care youth	0	0	0	0	0
7. English language learners, individuals with low levels of literacy or facing substantial cultural barriers	0	18	9	27	23
8. Eligible migrant and seasonal farmworkers	0	0	0	0	0
9. Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	0	0	0	0	0
10. Single parents (Including single pregnant women)	2	20	10	32	29
11. Long-term unemployed (27 or more consecutive weeks)	0	0	0	0	0



WIOA Title III Jobs for Veterans' State Grants(Statewide) - Performance

Service	Participants Served (Cohort Period: 7/1/2016-6/30/2017)	Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	Funds Expended (Cohort Period: 7/1/2016-6/30/2017)	Cost Per Participant Served (Cohort Period: 7/1/2016-6/30/2017)
Career Services	532	307	\$722,575	\$1,358
Training Services	20	11	\$0	\$0
Percent training-related employment+ (Cohort Period: N/A)		Percent enrolled in more than one core program (Cohort Period: N/A)		Percent Admin Expended:
N/A		100.00%		N/A
Participants Served (Cohort Period: 7/1/2016-6/30/2017)	552			
Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	318			
Sex				
Female	61	28		
Male	491	290		
Total Participants Served (Cohort Period: 7/1/2016-6/30/2017)		Total Participants Exited (Cohort Period: 7/1/2016-3/31/2017)		
<16	0	0		
16 - 18	0	0		
19 - 24	18	12		
25 - 44	245	136		
45 - 54	127	64		
55 - 59	81	55		
60+	81	51		
Total Participants Served (Cohort Period: 7/1/2016-6/30/2017)		Total Participants Exited (Cohort Period: 7/1/2016-3/31/2017)		
American Indian / Alaska Native	21	17		
Asian	9	7		
Black/African American	61	34		
Hispanic / Latino	35	20		
Native Hawaiian / Pacific Islander	4	4		
White	435	251		
More Than One Race	21	17		
Total Participants Served		Total Participants Exited		
Total Statewide	552	318		
Displaced Homemakers	0	0		
English Language Learners, Low Levels of Literacy, Cultural Barriers	0	0		
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	0	0		
Ex-offenders	11	6		
Homeless Individuals / runaway youth	98	59		
Long-term Unemployed (27 or more consecutive weeks)	0	0		
Low-Income Individuals	135	80		
Migrant and Seasonal Farmworkers	0	0		
Individuals with Disabilities (incl. youth)	223	119		
Single Parents (Incl. single pregnant women)	0	0		
Youth in foster care or aged out of system	0	0		



WIOA Title III Wagner-Peyser (Statewide) – Performance

Service	Participants Served (Cohort Period: 7/1/2016-6/30/2017)	Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	Funds Expended (Cohort Period: 7/1/2016-6/30/2017)	Cost Per Participant Served (Cohort Period: 7/1/2016-6/30/2017)
Career Services	9979	6813	\$2,834,667	\$284
Training Services	710	430	\$0	\$0
Percent training-related employment+ (Cohort Period: N/A)		Percent enrolled in more than one core program (Cohort Period: N/A)		Percent Admin Expended:
N/A		12.70%		N/A
Participants Served (Cohort Period: 7/1/2016-6/30/2017)	10,689			
Participants Exited (Cohort Period: 7/1/2016-3/31/2017)	7,243			
Sex				
Female	5,575	3,887		
Male	5,103	3,349		
	Total Participants Served (Cohort Period: 7/1/2016-6/30/2017)	Total Participants Exited (Cohort Period: 7/1/2016-3/31/2017)		
<16	0	0		
16 - 18	44	29		
19 - 24	928	621		
25 - 44	4,761	3,228		
45 - 54	2,452	1,675		
55 - 59	1,154	775		
60+	1,350	915		
	Total Participants Served (Cohort Period: 7/1/2016-6/30/2017)	Total Participants Exited (Cohort Period: 7/1/2016-3/31/2017)		
American Indian / Alaska Native	215	155		
Asian	159	105		
Black/African American	1,262	831		
Hispanic / Latino	827	530		
Native Hawaiian / Pacific Islander	57	37		
White	7,636	5,202		
More Than One Race	223	151		
	Total Participants Served	Total Participants Exited		
Total Statewide	10,689	7,243		
Displaced Homemakers	0	0		
English Language Learners, Low Levels of Literacy, Cultural Barriers	0	0		
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	0	0		
Ex-offenders	14	8		
Homeless Individuals / runaway youth	109	70		
Long-term Unemployed (27 or more consecutive weeks)	0	0		
Low-Income Individuals	500	325		
Migrant and Seasonal Farmworkers	0	0		
Individuals with Disabilities (incl. youth)	664	435		
Single Parents (Incl. single pregnant women)	0	0		
Youth in foster care or aged out of system	0	0		



Administration of the Job Training Tax Credit

The Governor's Workforce Board is statutorily charged with approving letters of request for the state Job Training Tax Credit.

Employers may receive a tax credit equal to as much as 50% of their training costs, with a limit of \$5,000 per employee over a three-year period. Only \$1,000 of qualified expenses may be wages earned through training.

The type of training varies widely, from academic remediation and ESL to technology applications and management skills. Job Training Tax Credits are available only to C Corporations and may not be claimed on RI personal income tax returns.

In FY 2017, nearly \$8 million in training costs were approved to train more than 8000 workers with the following companies:

- AAA Southern New England
- Amica Insurance Company
- CVS
- General Dynamics Electric Boat





Report from Outside Consultant – Youth College and Career Readiness

The GWB released a Request for Proposals to fund an outside consultant to assist the GWB in facilitating and developing an action plan for postsecondary responsiveness to workforce and skills development and recommendations for scaling out high-quality work-based learning in K-12 and beyond (students ages 16-24), as part of the PrepareRI action plan to get all youth college and career ready.

After a competitive evaluation process, the GWB selected the Education Strategy Group (ESG) as the outside consultant to conduct a needs assessment of Rhode Island’s postsecondary system and work-based learning efforts, analyze best practices from other states, and issue recommendations to better align higher education institutions and state agencies to meet the needs of the workforce, including work-based learning. The final report, including recommendations for meeting the State’s postsecondary and work-based learning goals, was received in FY 2018.



In the coming year, the GWB will look to build on the tremendous momentum achieved throughout FY 2017 and continue to make progress on our Four Strategic Priorities:

Demand Driven Investments:

- Addition of no fewer than five (5) additional industry sector partnerships through the Real Jobs RI program, with particular emphasis on commercial fishing and green energy
- Utilize Jobs Initiative funds to help encourage the expansion of employment opportunities with new or existing Rhode Island companies
- Development of no fewer than four (4) additional nontrade apprenticeships through the Non-Trade Apprenticeship Development program

Career Pathways for Youth and Adults:

- No fewer than 400 Job Placements through the Real Pathways RI program
- Implementing the consultant recommendations related to the PrepareRI initiative, including the development and selection of a Statewide Career Readiness Intermediary
- Piloting a summer internship program for 100 high school students with top Rhode Island companies
- Funding partnerships among employers, schools, and youth-serving organizations to implement summer youth empowerment programming and year-round career readiness programming for up to 2000 youth
- Providing literacy, ESL, HSE preparation, and other adult education services for over 1000 adult students through Adult Education programming

Aligned Policy and Networked Government

- Completion of Common Assessment development work and implementation of new uniform intake and assessment program across agencies and partners
- Issuance of One Stop Certification Standards
- Issuance of One Stop Infrastructure Funding Policy
- Continued collaboration and integration across agencies and partners in the workforce development network

Data and Performance

- Development and release of '1.0' version of a Statewide Workforce Development Performance Dashboard
- Continued efforts to better integrate and share agency data to better serve clients and inform program decision



While the total state and federal funding for workforce development programs totals over \$80 million (see Unified Expenditure and Program Report); the Governor's Workforce Board is directly responsible for allocating a fraction of those funds through administration of the state Job Development Fund and federal Workforce Innovation and Opportunity Act funds. A summary of how those funds were spent in FY 2017 is below.

Job Development Fund

FY2016 Obligations (Carry-over)	5,590,858
Collections, General Revenue, and Interest	15,419,359
Total Availability	21,010,217
Less:	
DOR/Employer Tax Unit	(793,615)
GWB Operations	(899,848)
COPS Debt Service (CG Building)	(27,510)
DOA Centralizations (3)	(110,395)
SubTotal	19,178,849
Grants and Awards Obligated and Expended	(12,149,743)
Grants and Awards Obligated and/or UnExpended (FY2018 Carry Over)	(7,029,106)

Workforce Innovation and Opportunity Act

Disbursed Funds	14,221,214
Less:	
State Set-Aside Funds – Disbursals	(792,556)
State Set-Aside Funds - Administration	(394,104)
Rapid Response Services	(1,467,605)
Allocation to Local Workforce Boards	(11,566,939)
Disbursement by Program Type	14,211,214
Adult	3,640,914
Dislocated Worker	4,645,018
Youth	5,935,282



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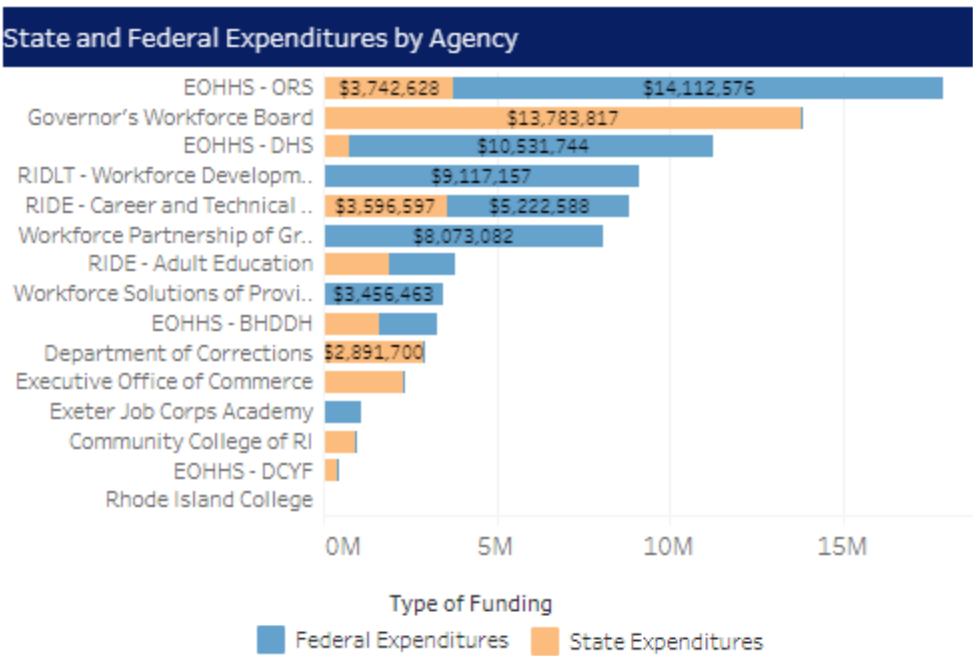
First published in 2010, the annual **Unified Workforce Development Expenditure and Program Report (UEP)** is a compendium of all of Rhode Island's workforce development expenditures and program activities. It is intended to serve as a mechanism to assist elected officials, policymakers, and other stakeholders in gaining a better understanding of the impact of workforce development funds in the state.

Because of the in-depth and comprehensive nature of the UEP; the analysis looks back one fiscal year to allow for complete reporting and 'data cleaning'. Beginning with the FY 2015 UEP, the Governor's Workforce Board transitioned from a paper-based report to an interactive online dashboard which allows the user the ability to conduct their own analysis and inquiry. A summary of major findings is below along with a link to the full **FY 2016 UEP** Dashboard. The dashboard is also available on the GWB website.

Click here to view the Full
FY 2016 UEP*

Key Figures: Outcomes	
Total Served	103,164
Total Trained	36,271
Entered Employment	26,388
Retained Employment	22,360
Credentials Obtained	7,355
Received Work Readiness Training	6,925
Received Occupational Skills Training	5,840
Youth Received Work-Based Learning	3,319
Advanced Educational Functioning Level	2,496

Key Figures: Expenditures	
Total FY16 Expenditures	\$87,162,981
Federal Expenditures	\$55,224,404
Federal Expenditures as % of Total	63.36%
State Expenditures	\$31,938,577
State Expenditures as % of Total	36.64%
Program Expenditures	\$72,656,009
Program Expenditures as % of Total	83.36%
Administrative Expenditures	\$14,506,972
Administrative Expenditures as % of Total	16.64%
Cost Per Participant	\$844.90





Governor's Workforce Board

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